#### Figure 1 (State of the art)

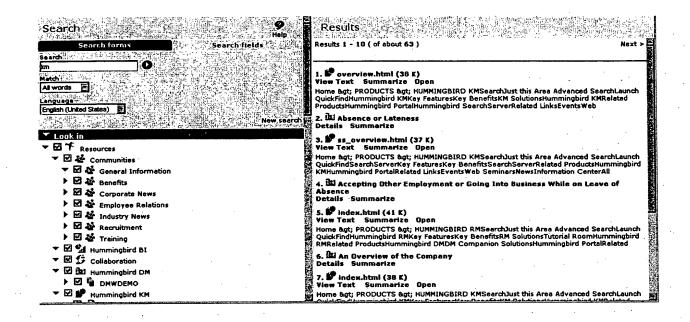
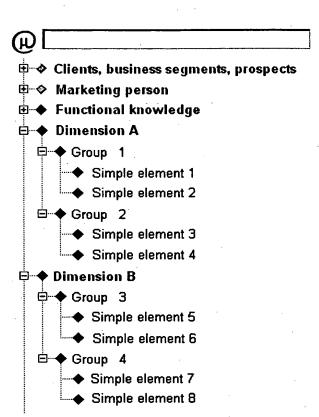


Figure 2



## Julien Debussy's portfolio

1	- 10	results on	13

	Skillname	i Sir	nple element.	Level	Weight	EPI Docs MS	Active
Г	- <u>Bank</u>		8				
ļ	BNP		4				
L	Integration skills		15	1	50	2	Yes
	Relationship with clients		1				
	Project management		3		:		
	Setting up project 406		4			•	
	Knowledge object 1		4				
	Knowledge object 2		4				
	Knowledge object 3	•	3				
	Knowledge object 4		4			•	

Pages of results :  $1 \ \underline{2}$ 

### Integration skills

Clien	nts, business segments, prospects	
♦ Medi	a	1
<b>♦</b> Publi	c / Para public	2
Autor	motive industry	. 3
♦ D(nu	ımbers 200-4999)	. 3
<b>♦</b> 4) Pr	ojet 300k <> 1M EUR	2
Functio	nal knowledge	
♦ HRE	evaluation	1
♦ HRA	dministrative management	5
♦ HRP	ayroli management	3
Editors:	Partners	
→ HRA	Access client server V3	1
Experti	se and tools	
♦ Kno	wing the standard of the product	4
◆ Writi	ing up a detailed differential study	. 4
Impl	lementing CSCP	1
◆ Para	meterize absences	4
Para	meterize payroll headings	4

Name			
Period from: to:	25  mars  2003  25  mars  2003  25	<del> </del>	
Profile:			
Projet:			
Business Line:			
Environment context :			
Resources:			
Description			Z
Building footings		and the second of the second o	1.90 2.00 2.00 2.00
initiative:			
Result		an and a sure of the sure of t	
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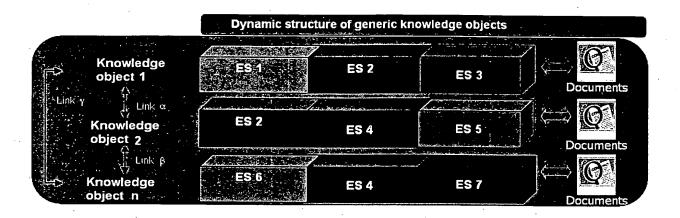
#### Job profiles

1-10 results on 26

# net Commercial MDH SAP knowledge Regular Consultant Position Junior Consultant Position Senior Consultant Position Director Position Manager Position Senior Manager Position Client dissatisfaction risk indicator

Pages de résultats : 1 2 3

Figure 7



#### Simulations assigned to skills Integration skills

(Name)	Rom Io
RFI - HR Access Integration	10 juil. 2000 31 déc. 2001
Trier - HR Access Integration	01 nov. 2001 31 août 2002